

**Program Endorsement Brief: 2105.00/Administration of Justice  
Criminal Justice Certificate of Achievement**  
Los Angeles/Orange County Center of Excellence, January 2021

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**Summary Analysis**

<b>Program Endorsement:</b>	<b>Endorsed: All Criteria Met</b>	<input checked="" type="checkbox"/>	<b>Endorsed: Some Criteria Met</b>	<input type="checkbox"/>	<b>Not Endorsed</b>	<input type="checkbox"/>
<b>Program Endorsement Criteria</b>						
<b>Supply Gap:</b>	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>		
<b>Living Wage: (Entry-Level, 25<sup>th</sup>)</b>	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>		
<b>Education:</b>	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>		
<b>Emerging Occupation(s)</b>						
Yes <input type="checkbox"/>			No <input checked="" type="checkbox"/>			

The Los Angeles/Orange County Center of Excellence for Labor Market Research (COE) prepared this report to provide Los Angeles/Orange County regional labor market supply and demand data related to five middle-skill occupations: *bailiffs* (33-3011), *detectives and criminal investigators* (33-3021), *police and sheriff's patrol officers* (33-3051), *private detectives and investigators* (33-9021), and *public safety telecommunicators* (43-5031). Middle-skill occupations typically require some postsecondary education, but less than a bachelor's degree.<sup>1</sup> This report is intended to help determine whether there is demand in the local labor market that is not being met by the supply from community college programs that align with the relevant occupations.

Based on the available data, there appears to be a supply gap for the criminal justice occupations in the LA/OC region. Furthermore, many workers in the field have completed some college or an associate degree and entry-level wages for the occupations in this report exceed the living wage in both Los Angeles and Orange counties. **Therefore, due to all of the criteria being met, the COE endorses this proposed program.** Detailed reasons include:

**Demand:**

- **Supply Gap Criteria** - Over the next five years, there is projected to be **3,090 jobs available annually** in the LA/OC region due to growth and replacements, **which is more than the 2,605 awards conferred annually** by educational institutions in the region.

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<sup>1</sup> The COE classifies middle-skill jobs as the following:

- All occupations that require an educational requirement of some college, associate degree or apprenticeship;
- All occupations that require a bachelor's degree, but also have more than one-third of their existing labor force with an educational attainment of some college or associate degree; or
- All occupations that require a high school diploma or equivalent or no formal education, but also require short- to long-term on-the-job training where multiple community colleges have existing programs.

- **Living Wage Criteria** - Within Los Angeles County, **all of the annual job openings** for these criminal justice occupations have **entry-level wages above the county's living wage** (\$15.04/hour).<sup>2</sup>
- **Education Criteria** - Within the LA/OC region, **all of the annual job openings** for occupations related to criminal justice **typically require a high school degree or equivalent**.
  - However, national-level educational attainment data indicates **between 32.5% and 49.8% of workers in the field have completed some college or an associate degree**.

#### Supply:

- There are **25 community colleges** in the LA/OC region that issue awards related to administration of justice, conferring an average of **2,561 awards annually** between 2016 and 2019.
- Between 2014 and 2017, there was an average of **44 awards conferred annually** in related training programs by non-community college institutions throughout the LA/OC region.

#### Occupational Demand

Exhibit 1 displays the five-year occupational demand projections for middle-skill criminal justice occupations. In Los Angeles/Orange County, the number of jobs related to these occupations is projected to increase by 4% through 2024. There will be nearly 3,100 job openings per year through 2024 due to new job growth and replacements in the LA/OC region.

*This report includes employment projection data by Emsi which uses EDD information. Emsi's projections are modeled on recorded (historical) employment figures and incorporate several underlying assumptions, including the assumption that the economy, during the projection period, will be at approximately full employment. To the extent that a recession or labor shock, such as the economic effects of COVID-19, can cause long-term structural change, it may impact the projections. At this time, it is not possible to quantify the impact of COVID-19 on projections of industry and occupational employment. Therefore, the projections included in this report do not take the impacts of COVID-19 into account.*

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<sup>2</sup> Living wage data was pulled from California Family Needs Calculator on 12/16/2020. For more information, visit the California Family Needs Calculator website: <https://insightcced.org/2018-family-needs-calculator/>.

**Exhibit 1: Occupational demand in Los Angeles and Orange Counties<sup>3</sup>**

<b>Geography</b>	<b>2019 Jobs</b>	<b>2024 Jobs</b>	<b>2019-2024 Change</b>	<b>2019-2024 % Change</b>	<b>Annual Openings</b>
Los Angeles	31,665	32,842	1,177	4%	2,525
Orange	7,073	7,327	254	4%	565
<b>Total</b>	<b>38,737</b>	<b>40,169</b>	<b>1,432</b>	<b>4%</b>	<b>3,090</b>

**Wages**—The labor market endorsement in this report considers the entry-level hourly wages for these criminal justice occupations in Los Angeles County, as they relate to the county’s living wage. Orange County wages are included below in order to provide a complete analysis of the LA/OC region. Detailed wage information, by county, is included in Appendix A.

**Los Angeles County**—All of the annual openings for these occupations have entry-level wages above the living wage for one adult (\$15.04 in Los Angeles County).<sup>4</sup> Typical entry-level hourly wages are in a range between \$20.61 and \$49.53. Experienced workers can expect to earn wages between \$35.85 and \$72.37, which are higher than the living wage estimate.

**Orange County**—All of the annual openings for these occupations have entry-level wages above the living wage for one adult (\$17.36 in Orange County). Typical entry-level hourly wages are in a range between \$21.04 and \$45.39. Experienced workers can expect to earn hourly wages between \$33.35 and \$66.32, which are higher than the living wage in Orange County.

**Job Postings**—Over the last twelve months, there were 1,972 job postings for occupations related to criminal justice in the region. The job titles with the most postings were dispatchers, police officers, police cadets, investigators, and surveillance investigators. The top skills were: public health and safety, surveillance, prevention of criminal activity, warrants, and data entry. The top employers, by the number of job postings, in the region were: US Customs and Border Protection, City of Glendale, Valiant Integrated Services, Orange County, and the City of Long Beach.

*It is important to note that the job postings data included in this section reflects online job postings listed in the past 12 months and does not yet demonstrate the impact of COVID-19. While employers have generally posted fewer online job postings since the beginning of the pandemic, the long-term effects are currently unknown.*

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<sup>3</sup> Five-year change represents new job additions to the workforce. Annual openings include new jobs and replacement jobs that result from retirements and separations.

<sup>4</sup> Living wage data was pulled from California Family Needs Calculator on 12/16/2020. For more information, visit the California Family Needs Calculator website: <https://insightcced.org/2018-family-needs-calculator/>.

**Educational Attainment**—The Bureau of Labor Statistics (BLS) lists a high school diploma as the typical entry-level education for the five criminal justice-related occupations. The national-level educational attainment data indicates between 32.5% and 49.8% of workers in the field have completed some college or an associate degree. Of the 68% of administration of justice job postings listing a minimum education requirement in Los Angeles/Orange County, 68% (907) requested a high school diploma, 4% (54) requested an associate degree, and 28% (372) requested a bachelor’s degree.

**Educational Supply**

**Community College Supply**—Exhibit 2 displays the annual and three-year average number of awards conferred by LA/OC regional community colleges in the related TOP code: Administration of Justice (2105.00). The colleges with the most completions in the region are: East LA, Citrus, and Golden West. Over the past 12 months, there were two other related program recommendation requests from LA/OC regional community colleges.

**Exhibit 2: Regional community college awards (certificates and degrees), 2016-2019**

TOP Code	Program	College	2016-2017 Awards	2017-2018 Awards	2018-2019 Awards	3-Year Award Average
2105.00	Administration of Justice	Cerritos	88	103	115	102
		Citrus	124	176	199	166
		Compton	38	37	22	32
		East LA	904	869	964	912
		El Camino	88	120	116	108
		Glendale	25	43	38	35
		LA City	41	38	38	39
		LA Harbor	27	37	60	41
		LA Mission	36	49	44	43
		LA Pierce	61	63	117	80
		LA Southwest	58	39	36	44
		LA Trade	11	17	13	14
		LA Valley	39	40	37	39
		Long Beach	89	117	129	112
		Mt. San Antonio	50	72	96	73
		Pasadena	76	93	120	96
		Rio Hondo	116	100	127	114
		Santa Monica	-	-	14	5
		West LA	91	123	68	94
				<b>LA Subtotal</b>	<b>1,962</b>	<b>2,136</b>
		Coastline	21	30	32	28
		Cypress	1	1	14	5
		Fullerton	72	95	123	97
		Golden West	132	158	139	143

TOP Code	Program	College	2016-2017 Awards	2017-2018 Awards	2018-2019 Awards	3-Year Award Average
		Irvine	38	28	58	41
		Santa Ana	76	109	104	96
		<b>OC Subtotal</b>	<b>340</b>	<b>421</b>	<b>470</b>	<b>410</b>
		<b>Supply Total/Average</b>	<b>2,302</b>	<b>2,557</b>	<b>2,823</b>	<b>2,561</b>

**Non-Community College Supply**—For a comprehensive regional supply analysis, it is also important to consider the supply from other institutions in the region that provide training programs related to criminal justice. Exhibit 3 shows the annual and three-year average number of awards conferred by these institutions in the related Classification of Instructional Programs (CIP) Code: Criminal Justice/Police Science (43.0107).

Due to different data collection periods, the most recent three-year period of available data is from 2014 to 2017. Between 2014 and 2017, one non-community college in the region conferred an average of 44 awards annually in related training programs.

**Exhibit 3: Regional Non-community College awards, 2014-2017**

CIP Code	Program	College	2014-2015 Awards	2015-2016 Awards	2016-2017 Awards	3-Year Award Average
43.0107	Criminal Justice/Police Science	East San Gabriel Valley Regional Occupational Program	68	42	21	44
		<b>Supply Total/Average</b>	<b>68</b>	<b>42</b>	<b>21</b>	<b>44</b>

**Appendix A: Occupational demand and wage data by county**

**Exhibit 4. Los Angeles County**

Occupation (SOC)	2019 Jobs	2024 Jobs	5-Yr Change	5-Yr % Change	Annual Openings	Entry-Level Hourly Earnings (25 <sup>th</sup> Percentile)	Median Hourly Earnings	Experienced Hourly Earnings (75 <sup>th</sup> Percentile)
Police and Sheriffs Patrol Officers (33-3051)	25,975	26,932	957	4%	2,040	\$44.67	\$55.40	\$62.33
Detectives and Criminal Investigators (33-3021)	3,238	3,334	96	3%	229	\$49.53	\$62.06	\$72.37
Public Safety Telecommunicators (43-5031)	1,410	1,489	79	6%	153	\$25.83	\$33.52	\$37.95
Private Detectives and Investigators (33-9021)	992	1,027	35	4%	96	\$20.61	\$34.60	\$49.31
Bailiffs (33-3011)	49	61	12	24%	7	\$27.37	\$31.55	\$35.85
<b>Total</b>	<b>31,665</b>	<b>32,842</b>	<b>1,177</b>	<b>4%</b>	<b>2,525</b>			

**Exhibit 5. Orange County**

Occupation (SOC)	2019 Jobs	2024 Jobs	5-Yr Change	5-Yr % Change	Annual Openings	Entry-Level Hourly Earnings (25 <sup>th</sup> Percentile)	Median Hourly Earnings	Experienced Hourly Earnings (75 <sup>th</sup> Percentile)
Police and Sheriffs Patrol Officers (33-3051)	5,783	5,995	212	4%	454	\$40.26	\$49.92	\$56.17
Detectives and Criminal Investigators (33-3021)	701	723	22	3%	50	\$45.39	\$56.87	\$66.32
Public Safety Telecommunicators (43-5031)	349	373	24	7%	39	\$24.14	\$31.16	\$35.24
Private Detectives and Investigators (33-9021)	228	222	(6)	(3%)	20	\$21.04	\$34.43	\$48.38
Bailiffs (33-3011)	13	15	2	15%	Insf. Data	\$25.46	\$29.35	\$33.35
<b>Total</b>	<b>7,073</b>	<b>7,327</b>	<b>254</b>	<b>4%</b>	<b>565</b>			

### Exhibit 6. Los Angeles and Orange counties

Occupation (SOC)	2019 Jobs	2024 Jobs	5-Yr Change	5-Yr % Change	Annual Openings	Typical Entry-Level Education
Police and Sheriffs Patrol Officers (33-3051)	31,758	32,927	1,169	4%	2,494	HS Diploma or equivalent
Detectives and Criminal Investigators (33-3021)	3,938	4,056	118	3%	279	HS Diploma or equivalent
Public Safety Telecommunicators (43-5031)	1,759	1,862	103	6%	192	HS Diploma or equivalent
Private Detectives and Investigators (33-9021)	1,219	1,248	29	2%	116	HS Diploma or equivalent
Bailiffs (33-3011)	62	75	13	21%	9	HS Diploma or equivalent
<b>Total</b>	<b>38,737</b>	<b>40,169</b>	<b>1,432</b>	<b>4%</b>	<b>3,090</b>	

#### Appendix B: Sources

- O\*NET Online
- Labor Insight/Jobs (Burning Glass)
- Economic Modeling Specialists, International (Emsi)
- Bureau of Labor Statistics (BLS)
- Employment Development Department, Labor Market Information Division, OES
- California Community Colleges Chancellor's Office Management Information Systems (MIS)
- California Family Needs Calculator, Insight Center for Community Economic Development
- Chancellor's Office Curriculum Inventory (COCI 2.0)

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